



a **GK Technologies** subsidiary

MARCH, 1981

LOG

JOHN SPRAGUE BECOMES CHIEF EXECUTIVE OFFICER

On January 1 of this year, Dr. John L. Sprague, the Sprague Electric Company's President and Chief Operating Officer, became the Company's Chief Executive Officer succeeding Neal W. Welch, who remains as Chairman.

Dr. Sprague joined our Company in 1959 after earning an A.B. degree in Chemistry at Princeton and a Ph.D. in Physical-Inorganic Chemistry from Stanford University, Stanford, California.

Among Dr. Sprague's early assignments with the Company was heading a three-man team doing research on semiconductors, the subject of his doctoral thesis. In 1965, he became Senior Vice President Research and Development where he directed the Company's research efforts designed to remain abreast of the fast-changing and competitive electronics components industry. In 1967, he became Senior Vice President of the Semiconductor Division and General Manager of the Worcester Sprague Electric facility. Then in 1976, "Dr. John" returned to North Adams as President and Chief Operating Officer.

As Chief Executive Officer Dr. Sprague combined his interest in electronics and business with a recognition of the fact that *people* remain key to the Company's success. "The components industry remains very labor intensive," he noted, "and while we must continue to improve productivity through automation and efficiency, our ultimate success depends on experienced employees."

Dr. Sprague retains a firm belief in policies intended to facilitate communications with all employees. As did his two predecessors, Dr. Sprague works with an attitude typified by his statement that, "All employees are welcome to express ideas or opinions for better management of our Company." "It's true," he said, "that no one knows the operation of a machine or department better than the operator so we had better listen to that operator!"

Dr. Sprague and his wife, Mary Jane live in Williamstown, Mass. and are the parents of four children.



WORCESTER ICs: PROFILE OF DIGITAL PRODUCTS

PAUL EMERALD
Manager Product Marketing

Recently, Digital Products engineering and marketing staffs have held two sessions devoted to objectives, strategies, and tactics. The agreed upon objective simply stated is: "Maintain industry leadership in innovative Muscle Chips!" "Muscle Chips" are defined as ICs with capabilities of high voltage, high power, high current or combinations thereof. Such ICs are in increasing demand as the "microprocessor revolution" continues to spread.

Today the electronics industry (and increasingly elsewhere) is filled with designs which use microprocessors (uPs) and this has become the "third revolution" in the semiconductor world (first the transistor, secondly the logic IC). Microprocessors are now part of an incredible range of electronic systems which include automotive, consumer products, industrial and instrumentation, military, computer and related peripherals, etc. However, this expansion of logic has only served to "fuel" the need for interface electronics as the uP is not capable of directly driving output loads such as relays, solenoids, displays, motors, etc. Thus, from "toys to tanks" the uP growth has aided the growth of Worcester's Digital Products ICs.

The foundations of integrating "Muscle ICs" goes back to 1970, and the product line has been continually strengthened through the additions of versatile, general-sale products such as our industry leading Darlington arrays and display drivers. This continual effort to satisfy customer needs has recently taken us toward two new and attractive areas: Motor interface ICs and BiMOS (devices combine

logic plus "muscle").

Such innovation and growth has attracted the attention of both customers and competitors. Our presence and growth have resulted in the "flattery" of large semi houses (such as Motorola, TI, Fairchild, etc.) copying our devices. While flattering, it also requires a dedication to continuing evolution and innovation of new product.

The innovation, growth, and profitability of Digital Products have all resulted from a concentration upon satisfying customer needs. Recognizing a customer's real needs and satisfying it within the framework of organizational objectives, along with plant and personnel capabilities, has resulted in a leadership position for Sprague Electric interface ICs. We intend to promote and broaden this leadership position.

Digital Products growth has tracked the strong growth of uPs (40%-50% per year), and represents one of the fastest growing portions of Sprague. The past three years have been nearly phenomenal: '77 to '78 approximately +46%, '78 to '79 approximately +48%, '79 to '80 approximately 35% to 38% (estimated). Shipments of Digital Products ICs exceeded \$19 million in '80 and '81 is expected to be another year of good growth. Such growth, innovation and profitability will continue as long as we offer high technology solutions for user problems. Perhaps this might be defined as the ability to shape technology to the *real* needs of the marketplace, and will continue to be key to the further success of Digital Products ICs.

1980 — RECORD YEAR FOR SANFORD

The Sanford Plant had record shipments of solid tantalum capacitors in 1980. The number of capacitors shipped was more than ten times the number shipped in 1970, only ten short years ago. Bob Marlowe, Marketing Manager, feels that Sanford's success is tied closely to the "fantastic employee attitude." Bob said that the team work between Sanford's production, engineering, machine shop and all other departments has contributed to customer satisfaction with on-time-delivery of high-quality product.

Sanford employed over 1200 persons in 1980 who manufactured solid tantalum capacitors for customers that include: IBM, Honeywell, Motorola, General Motors, G.E., Burroughs, Digital Equipment, Ford Motor, Data General, Texas Instruments, Hewlett Packard, Tektronix and GTE to name a few.

Sanford is the largest manufacturing location for Sprague Electric's solid tantalum capacitors. It is part of a network of plants that make Sprague the world's most experienced and largest manufacturers of solid tantalum capacitors for industrial and military applications. Sanford made enough capacitors in 1980 to present to every living person in the United States and start around the second time.

The capacitors are used by all major manufacturers of industrial electronic end equipment or where high quality, very reliable components are required. End equipment usage includes: electronic engine controls for automobiles, hospital patient monitoring systems, two way mobile radios for police and fire departments, smoke and fire alarms, aircraft instrumentation and navigation equipment, telephone and teletypewriters and sophisticated equipment for the Army, Navy, and Air Force. There is not a day that goes by that a Sprague employee is not affected by the performance of a Sanford produced solid tantalum capacitor.

All Sanford employees contributed to the outstanding year that the plant experienced. However, our visitors which include customers, vendors, and Sprague employees from other locations, will best remember Sanford for the friendly, courteous treatment shown them. Bob Marlowe stated that we had over fifty customer visits in 1980 and not one customer was disappointed and most of them went out of their way to express their appreciation for the good job done by Sprague Electric and pass on compliments about the industriousness and professional attitude of the employees and appearance of the plant.

The current economic conditions will make 1981 a challenging year for all Sanford employees. Sanford will meet the challenge through employee teamwork. Sanford will remain committed to contributing its part in keeping Sprague Electric Company successful because Sanford and all Sprague facilities care about Being the Very Best!

SPRAGUE BENEFIT SHOW HUGE SUCCESS

The 17th Annual Sprague Benefit Fund Show was held on January 9 and 10 in Concord, NH and it was one of the best and most successful. Proceeds from the show will be distributed to various charitable organizations in the Concord area.

The theme for this year's show was "A Joyous Year." The curtain opened with a New Year's setting and each subsequent month of the year had either songs, dancing, pantomime or comedy skits. Songs such as "April Showers," "June is Busting Out All Over," and "Auld Lang Syne" typified the various months while comedy skits such as "Peter Cottontail" and "Spirit of 76" were handled in similar fashion.

The show included over 40 Sprague employees who worked together to make a most enjoyable and smooth running program. Director of the show was Andy Anslado who is the Manager of Concord Purchasing. Andy did his usual fine job in putting together a superb show. Special praise also goes to all who handled makeup, costumes, programs, comedy, tickets, posters, photography, sets, ushering, publicity, backstage crew and the cast party. The participation by each employee is what made the show fun and a success.

The show concluded with a special presentation by Don McGuinness, Vice-President of Active Components to Director Andy Anslado.

FOR 16 YEARS A LEADER IN THE SANFORD COMMUNITY...
AND A GOOD PLACE TO WORK.



Peter Cotton Tail — Comedy Skit — from left to right — Harold Mahar (General Manager of Discrete Semiconductor), William R. Kuslaka (Industrial Relations Manager), Martin Daigneau (Tantalum — Plant Manager).



Helen McLaughlin (QAR — Check Insp. A) "Spirit 1776" and her "Spirit of 1776" comedy.



Nathan Chapman (Product Marketing Engineer) singing "Autumn in New Hampshire".



Polly Rix (Telephone operator & Receptionist) singing "God Bless This House".

SPRAGUE ELECTRIC LOG ISSUE 1, 1981

Norma M. Hays, Editor

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Rocky Mountain Spotted Fever Family Band — left to right — Helen McLaughlin, Shirley Simard, Lori Wombolt, Phyllis Richardson, Gloria McDonald, Mildred Perry, Tom Rix and Phyllis Weeks.

WIFE OF SPRAGUE EMPLOYEE SAVES BOY'S LIFE

Eileen DeMonte, wife of Lester DeMonte, Sales Engineer at the Chicago office, had a special gift this past Christmas — the joy of knowing she had saved a life.

As she entered a store to do some Christmas shopping, she saw a boy choking. The youngster's lips were blue, his eyes bulging and his mother was yelling for help. Mrs. DeMonte ran up behind the boy and performed the Heimlich Maneuver, a method of dislodging food from a choking person's throat. Out dropped a piece of candy the boy had been eating and he began breathing again. In all the confusion, Mrs. DeMonte did not get the name of the boy and because he was all right after the candy was removed, no additional help was needed and no police or paramedic report was filed.

Mrs. DeMonte says the incident taught her that such a simple maneuver learned in a first-semester nursing class can save lives and she wishes more people knew the maneuver. She has since taught her husband the maneuver. Secondly, she realizes how much she wants to be a nurse. Mrs. DeMonte is a nursing student at Harper College. The Harper College Board gave her an award for helping the boy. Her family is justly proud of her and agree that her help was a special Christmas gift.

CONCORD EMPLOYEES WINNERS OF MAJOR ACHIEVEMENT AWARDS

Congratulations were the order of the day for Connie Lafond and Terry Clapp on Concord's Discrete Semiconductor Operations.

Connie and Terry were recently named as the two employees from Concord to receive "1980 Achievement Awards" on behalf of the Active Component Group.

Connie heads up Customer Service and her lively telephone greeting, "Marketing, Connie" — is instantly recognized and warmly received by our Field Sales Force and customers alike. Connie handles hundreds of inquiries every week, always in a most friendly and professional manner. To our customers Connie is Sprague Concord and Concord is the place to do business because it means the finest in Customer Service.

Terry Clapp was recognized for his outstanding leadership and contribution to the Final Test Department and to our distinctive Energy Conservation program. Terry, as Chairman of the Energy Committee, devotes many, many hours of his personal time to make this program a huge success. During the year Terry also received his B.S. degree in Business Administration from New Hampshire College. He achieved superlative grades (he graduated cum laude) while attending college part time and still holding down his full time job.

Again, congratulations and thank you, Terry and Connie, your contribution made a big difference in 1980.

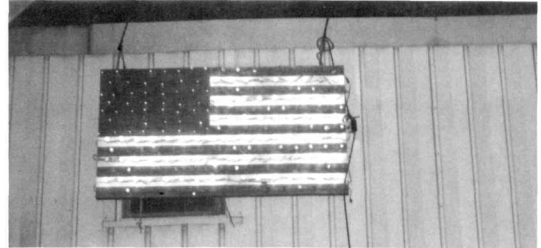


Congratulations to Concord employees Connie LaFond and Terry Clapp, the first (1980) winners of the Major Achievement Award "In Recognition and Appreciation of the Outstanding Contributions Made In Behalf of the Discrete Semiconductor Operations".

GRAFTON DISPLAYS PATRIOTISM

In November of 1979, our country experienced a hostile act on its diplomats located in the country of Iran. After the initial clash and takeover of our embassy in Teheran, Iran, fifty plus individuals were held captive as we are all aware of! Our country reacted with a show of patriotism! Flags, slogans and similar displays were visible to the public eye. Sprague Electric, Grafton, also responded. Four machine shop employees, Brian Geib, Ralph Binsfeld, Dave Nowak and Bob Milich designed and constructed an American Flag. The flag, built on the employees' own time, is approximately 4 feet by 8 feet, illuminated with red, white and blue outdoor Christmas tree bulbs and displayed on the very top of the roof of Sprague Electric Company. The flag can be seen throughout the Village of Grafton and presents a display of brilliancy through the darkness! We commend these four employees for their show of patriotism.

The flag will be leaving our roof very soon and we hope it has not only left an impression, but has inspired the employees of Sprague Electric and the citizens of Grafton.



Shown is brilliantly lighted American Flag on top of roof of Grafton Plant.



Machine Shop employees who constructed the flag are: (L to R) Brian Geib, Ralph Binsfeld, Dave Nowak, Bob Milich.

PRODUCTIVITY AGREEMENTS by HAL MAHAR General Manager Discrete Semiconductor Operations Concord, N.H.

It probably all started with *making and keeping an agreement*. Making and keeping an agreement was so productive, more agreements were made. And, making agreements was so agreeable that some agreements were made just to be agreeable.

As more and more agreements were made, some agreements were forgotten. Then, "follow-up" was invented so forgotten and broken agreements could be remembered and kept.

Follow-up was so effective that fewer agreements were remembered, because follow-up was counted on to remember forgotten agreements. But, as more and more follow-up was necessary, some follow-up was forgotten.

The situation became increasingly unproductive. It wasn't clear whether an agreement was made to be kept or whether an agreement was made just to be agreeable. It wasn't certain whether an agreement was completed or whether an agreement was broken. It wasn't efficient to agree to indefinitely follow-up forgotten follow-up. There

were so many broken agreements that it appeared the agreement system didn't work. There was so much forgotten follow-up that it appeared the follow-up system didn't work.

What had been productive in the beginning became increasingly unproductive.

There are three guidelines that may allow us to rediscover productive agreement:

- agree only when willing and intending to keep an agreement,
- communicate a broken agreement at the earliest possible moment, and
- complete a broken agreement as soon as possible.

If we agree only when willing and intending to keep an agreement, we can create clarity. We will no longer be unclear about whether an agreement is made to be kept or whether an agreement is made just to be agreeable. For, if we follow this guideline, we will know from the beginning the willing intention to keep an agreement.

If we communicate a broken agreement at the earliest possible moment, we can create certainty. We will no longer be uncertain about whether an agreement is completed or whether an agreement is broken. For, if we follow this guideline, we will know about a broken agreement at the earliest possible moment.

If we complete a broken agreement as soon as possible, we can create efficiency. For, if we follow this guideline, a broken agreement will no longer be indefinitely incomplete.

The guidelines remind us who is responsible for making and keeping our agreements. These guidelines empower us to create clarity, certainty, and efficiency. If we follow these guidelines, follow-up is unnecessary. These guidelines appear to be ground rules for productive agreements.

U.S. SENATOR MITCHELL VISITS SANFORD PLANT

In mid January U.S. Senator George J. Mitchell (D) made a visit to the Sanford, Maine plant. Senator Mitchell was a United States Federal Judge until he was appointed by Maine Governor Brennan to fill the term of Senator Edmund S. Muskie when Muskie became Secretary of State under the Carter administration. Because he was not elected by the people of Maine, Senator Mitchell felt a special obligation to get out and meet the people of Maine. His visit to the Sanford plant, which employs nearly 1200 people, was one of the Senator's first visits to major employers throughout the state.

The Senator spent the better part of an afternoon in the plant. After an initial presentation by local Sanford management, the Senator toured two departments and met with incoming second shift employees. Particularly noteworthy was the "open forum" he held in the plant conference room with a group of Sanford employees.

Senator Mitchell was most impressed with the Sanford plant and particularly the warmth and friendliness of its employees. The Senator returned to the Sanford plant a second time to meet with more people and to complete his tour of the plant.



Senator Mitchell, Dot Jarry, and Donna Johnson.

CORPORATE SAFETY COMMITTEE

The Sprague Electric Company's commitment to safety is exemplified by the Corporate Safety Committee. Formed in 1976 this ten member committee, comprised of top management from each division, monitors the safety and health program for the entire company. The committee meets quarterly to review plan performance, develop corporate policy and to stimulate a company-wide interest in safety.

Commitments to make our facilities safe and healthful have resulted in a Sprague Electric safety record better than the national average in our industry. The Corporate Safety Committee is proud of this record and asks each of you to continue supporting our efforts to provide a safe and healthy workplace for all employees.



Two recent suggestion winners at Annapolis Junction were Lawrence Geppi and Fred Wise. Carol McAdams, Industrial Relations Representative and Don Brouillard, Production Manager are on either side of the richer employees.

WORCESTER PLANT HONORS JUNE LAMOUREAUX AT SERVICE AWARD DINNER

The semiconductor plant recently held its first Service Award Dinner at Maxine's Restaurant. Receiving special recognition was June Lamoureux for 34 years of service to the Company. June joined Sprague in North Adams in 1946 and moved to Worcester in 1975 with the transfer of Dr. Ken Manchester's R & D Operation.

Worcester's first employees received 15 year awards. Leading this very special group was Tom Gaulin who has employee badge number 0001, followed by Teri Guerin 0012, Loretta Ballon 0015, and Gunnar Robertson 0030. Other 15 year employees honored were Don Bird, Ruth Dyer, Bill Duff, Virginia Ciamato, Isabel Lysik, Jennie Bukowiecki, Dot Westling, Julia Chestna, Cam Ashe, Chuck Winsler, Edna Roberts, Imperia Napoletano, Rita M. Gonyea and Ruth Carreau. Start-up for this group was in the Shaw Building and the Micro-Tech Building prior to moving into the new plant which opened in June 1966.

Bob Curtis, Production Superintendent, received a 20 year award. Bob transferred to Worcester in 1967 from the Concord, NH plant. Ten year recipients were Walter Sullivan, Francis Hisoire, Bea Mongeau and Liz Todd.

Don McGuinness, Vice President Active Components and Peter Loconto, Director Marketing and Product Development were guest



Donna Stone, Senator Mitchell, Debbie Desrochers, Peggy Dingle.

speakers who gave special thanks to the recipients for their efforts and contributions in making Worcester a success. "You Make A Difference," was the message to everyone who attended. Tom Vangel, Industrial Relations Manager, was Master of Ceremonies.



June Lamoureux receiving special award for 34 years service with Sprague from VP Active Components Don McGuinness.



Enjoying the festivities, left to right, are Don Bird, Isabel Lysik, Fred Noga and Jenny Bukowiecki.

MANAGEMENT CHANGES

Concord:	Leonard J. Brown, Jr., Process Engineer; Donald Miller, Product Engineer; Claudia Cole, Cost Standards Analyst
Grafton:	Navin Sanghvi, Production Control Manager; Kathryn Kaliebe, Programmer Analyst; Richard Buckley, Specification Engineer; Michael B. Holmes, Process Engineer
Hillsville:	James A. Wright, Jr., Manager Process Engineering; Christine A. Anderson, EDP Operations Supervisor
Lansing:	Clarence Iven Bunn, Manager Process Engineering
Los Angeles:	Lawrence W. Beard, Western Regional Sales Manager, Filter Division
Micro Tech:	Richard W. Zibell, Machine Shop Superintendent; Theodore Gaudette, Equipment Design Engineer
North Adams:	Bonnie Willey, Programmer Analyst; Joseph Brewer, Methods and Planning Engineer; Kenneth Haskins, Corporate Manager Customs Transfer and Pricing; David Spooner, Area Sales Coordinator; William Vareski, Manager Export Operations-Products; Wayne-Ross, Manager Export Operations-Materials; Kathleen Markarian, Customer Service Representative; Richard Hatzembuhler, Scientist; Sandra J. Trumble, Account Manager; Dominick Papas, General Foreperson; Dorothy Swanson, Senior Documentation Specialist; Robert W. McPherson, Specification Engineer; William Delaney, Corporate Purchasing Administration Auditor; Gary H. Hewitt, Equipment Design Engineer-Electronics; Christopher O'Brien, Manpower Control Analyst; Robert Hamilton, Production Foreperson.
Sales:	Ronald B. Bradshaw, Sales Engineer, Seattle; Peter M. Kavoian, Sales Engineer, Los Angeles; Dennis G. Dobbins, Sales Engineer, Jackson, Michigan; Robert White, Sales Engineer, Florida; Peter A. Lawson, Sales Engineer, Connecticut
Sprague Products:	Dale Rasmussen, District Sales Manager, Chicago
Wichita Falls:	Karen Smith, Manpower Control Analyst; Ian Neuman, Product Engineer; Robert C. DeSignore, Product Engineer
Worcester:	Guy DiMarzio, Supervisor Electronic Services;

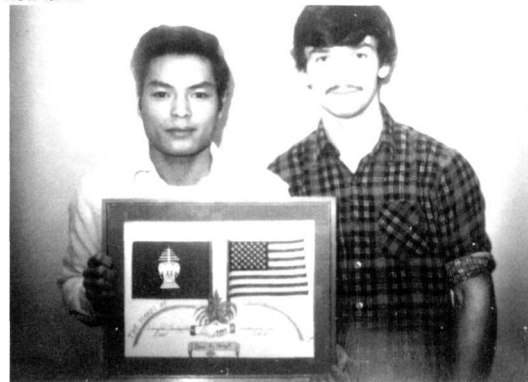
Raymond Bellerose, Reliability Engineer; Gary Pearson, Equipment Design Engineer; Gerard Bouchard, Manager Technical Services; Donald Bird, Product Marketing Engineer; Pierre Alex, Product Engineer; Stephen Decatur, Production Foreperson; Elliott Nadeau, Senior Manufacturing Engineer; Wayne Robertson, Process Engineer

HANDS OF FRIENDSHIP

Concord employee Khamphan Chamlongpheth, a refugee from Laos, was recently presented a work of art by Dana Paul Morse, an employee of the Concord plant outside cleaning service. The work contains small flags of Laos and the United States. Under the flags, "The Hands of Friendship We Behold" is written with Khamphan's name over Laos on the left of the clasped hands and Dana's name over USA to the right. Underneath the hands are the words "Peace Be Always" over 1981.

Khamphan has been working in Concord for the past couple of months. He and his wife, Khongmy, fled Communist Laos into Thailand with Khamphan actually swimming across the Mekong River to freedom. The Chamlongpheth's, who lived near Ban Na Ngou, Laos, spent 18 months in Ubon, a Thailand refugee camp, before gaining entry to the United States.

Khamphan is taking instruction in English at home and is doing very well. Dana Morse's gift surely will make him feel more "at home" in his new land.



From left to right — Khamphan Chamlongpheth of the Concord Plant and Dana Morse who presented Khamphan with his work of art: "The Hands of Friendship".

WORCESTER EXPANDS WAFER FABRICATION CAPACITY

The Worcester facility is in the process of expanding wafer fab capacity, upgrading equipment and improving environmental controls. The first area to be completed was the photomasking area.

In order to reduce defects and hold tight tolerances in this area, it is necessary to eliminate dust and dirt and to control the temperature and humidity very tightly. To do this it was necessary to design and build a new clean room. Don Corkum, Tom Gaulin, Jim Grout, Bob Curtis and Gordon Hannam put together an efficient layout that included all the controls necessary to reduce dirt and maintain the proper temperature and humidity. The temperature in the area is controlled to $\pm 2^\circ$ with a 40% maximum humidity. All the air entering the room is filtered through absolute filters, and 70% of the room air is recirculated back through the air condition units. A positive pressure is maintained in the room at all times to reduce any dirt infiltration into the room.

Access to the photomasking area is through a robing area and air lock. All operators, engineers, supervisors, etc., entering the area must put on a clean room outfit (bunny suit) prior to entering the area. All work, equipment and chemicals are passed in and out of the room through air locks. Because of the room design and the discipline under which it operates, dust counts in the photomasking area has been maintained constantly at less than 100 particles per cubic foot.

New and more automatic equipment has also been installed using

cassette to cassette processing equipment. This reduces wafer handling and therefore defects. Several projection mask aligners have been purchased which will substantially reduce mask costs and reduce defect levels at each masking level. The result of this area will be higher yields, lower reworks, and a more reliable product.

Recent customers visiting the Worcester plant and our new Photomasking Area have been very impressed with the area and have commented on it being one of the finest clean rooms they have seen.

Much of the credit for this area must go to the maintenance people who did most of the construction work and also to all of our operators who really make the area work and make it a fun place to be.



Worcester employees in their new "bunny suits".



New clean room at Worcester plant.

CONCORD COACH'S CORNER

It's 5:45 am on a Sunday. . . . Do you know where your children are? If they're an eleven or twelve year old who plays hockey in the Concord Youth Hockey Program, they may well be with Allan Kimball at the Everett Arena in Concord. For a number of years Sprague Concord has sponsored a youth hockey team contributing to the cost of hockey shirts, equipment, and ice time. Allan, who is Concord's Product Manager of Discrete Semiconductor Chips, has been volunteering his time, and that of others, as head coach of the Pee Wee Division for several years. Between October and March of each year he rises early on weekends and rushes through his evening meal one night a week to coach his team of seventeen boys in the fundamentals of ice hockey. Allan's reward is the satisfaction he derives from watching his "kids" have fun learning the game, and in many cases using their training in their high school and college years later on. Coming from a first half record of 1 win and 8 losses to a second half record of 6 wins and 2 losses, the Sprague team has made steady improvement this year.

The St. John's basketball program, sponsored by Sprague, involves approximately 100 boys and girls. The participants are broken down into two separate teams which compete in the 18 team Merrimack Valley League. The 5th and 6th grade team is currently in first place with a record of 9 wins and 3 losses. The 7th and 8th grade team is also in first place with a record of 10 wins and 1 loss. The program also consists of cheerleading units for both teams.

Bill O'Connell, Production Manager for Concord Tantalum is an assistant coach with the 5th and 6th grade team. The coaches' greatest satisfaction is participating in the development of the children, both as basketball players and as competitive athletes.



Concord Youth Hockey team pictured with coaches. Coach Allan Kimball is shown at extreme right.



LOG

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CLINTON CHILDREN'S CHRISTMAS PARTY

A Children's Christmas party for the Clinton plant was held December 13 at the Clinton Community Center with one hundred twenty-five employees and their children attending. Coordinators for the party were Sandy Weddle (materials control) and Vickie Edmonds (payroll).

Joe Allard, production manager, was Santa, Jane Sisson, plant manager's secretary, was Mrs. Santa Claus and Elves were Joan Byrd and Wilma Cardwell. Employees who took part in helping with the party and the decorations were Ruth Allard, Faye Gallaher, Candi Conner, Nancy Hatmaker, Treva Dagley, Peggy Tillman, Ruth Laferty, Sue Ridenour, Mary McNair, Rita Dew, Patti Wilson, Stella Majors, Linda Woods, Pearl Goans, Debbie Webster, Pat Cox, Phyllis Arrowood, Bill Williams, Bill Pellerin, Larry Forsythe, Paul Shaw and Terry Wilson.

Entertainment for the party included cartoons, a visit from Santa and Mrs. Claus, their elves, gifts and prizes. We believe the party was a great success and everyone had a terrific time including Santa (Joe Allard) who was celebrating his birthday.

VISALIA SUGGESTIONS

We are proud of our Visalia employees for their participation in the Suggestion System. In late 1979, we established a suggestion goal of \$505.00 for the year 1980. We were actually able to triple our goal and present suggestion awards totaling \$1,515.00 and we still have suggestions that are in the process of evaluation for 1980.

This is below the more than eight thousand dollars presented at four larger plants, but for the size of the Visalia facility, our plant did very well.

Some of the reasons we achieved these results are: (1) employee interest, (2) fair evaluation, (3) the interest of management in the Suggestion System, and (4) the establishment of a new product line at Visalia.

One of our recent suggestion award winners, Darleta Wallis, suggested the transfer of heat from the newly installed compressor to the inside of the plant. Not only was the suggestor \$75.00 richer, but the Company was able to conserve energy.

We urge all readers to take an active roll in the suggestion system and promote the suggestion system in your plant. It works in Visalia.



Darleta Wallis, Sprague Visalia, standing near the ductwork which transfers the heat into the plant from the compressors.